

**REPORT
OF THE
REGIONAL VICE PRESIDENT
National Capital Region
Diane Girouard**

This report covers the period from February 4 – March 15, 2019

LOCAL 70008

- **Departments:** Health Canada (HC), Public Health Agency of Canada (PHAC), Indigenous Services Canada (ISC)
- **Active** – This Local’s current executive committee has already missed one of their regular Local meetings as per their By-Laws. This will be rescheduled to July 2019.
 - Is **Local sustainable** – Yes, finally!
- **Training needs** - Understanding the Collective Agreement; Advanced Grievance Handling; Canada Labour Code; Staffing in the Public Service, Advanced Health and Safety
- **Participates in local UMC, OHS meetings regularly** – UMC meetings no, as no invitation has been sent out to the Local President as of yet. Some buildings’ OHS committees do meet regularly: information unavailable for most buildings
- **Workplace issues** – Staffing (hiring practices, classification, career advancement refusal); Harassment (abuse of authority, intimidation); Fear of reprisal; Unfair performance evaluations; HR Reporting (new employees, onboarding)
- **AGM completed** – December 13, 2018: A full Executive was elected, but has since had several changes in positions and elected officers

LOCAL 70018

- **Departments:** Health Canada (HC), Public Health Agency of Canada (PHAC), Indigenous Services Canada (ISC)
- **Active** – Due to RVP intervention, this Local now holds regular meetings as per their By-Laws.
 - Is **Local sustainable** – No, this Local is very dysfunctional, lots of in-fighting, threats of resignation and lack of performance.
- **Training needs** – Understanding the Collective Agreement; Rules of Order; Administering a Local; Advanced Grievance Handling; Canada Labour Code; Staffing in the Public Service; Health and Safety
- **Participates in local UMC, OHS meetings regularly** – The Local President has attended some UMC meetings upon invitation by National President. Some buildings’ OHS committees do meet regularly: information unavailable for most buildings

- **Workplace issues** – Staffing (hiring practices, classification, career advancement refusal); harassment (abuse of authority, intimidation); fear of reprisal; unfair performance evaluations; HR reporting (new employees, onboarding)
- **AGM scheduled** – March 20, 2019: A full Executive is to be elected.

LOCAL 70028

- **Departments** – Health Canada (HC), Indigenous Services Canada (ISC)
- **Active/inactive** – INACTIVE
 - This Local has remained inactive since the division of Local 70008 and has never elected any officers to serve the membership. I have already held one meeting and will meet again with the Local's PSAC Regional Officer to prepare a plan of action via the PSAC's Local Development Program. Though I know no one at this Local's location, I do have one member wishing to assist me and to become an elected officer.
- **Training needs** – Talking Union Basics; Understanding the Collective Agreement; Rules of Order; Administering a Local; Grievance Handling; Canada Labour Code; Staffing in the Public Service; Health and Safety
- **Participates in local UMC, OHS meetings regularly** – No information available
- **Workplace issues** – Staffing (hiring practices, classification, career advancement refusal); harassment (abuse of authority, intimidation); fear of reprisal; unfair performance evaluations;
- **AGM scheduled or completed** – None scheduled as of yet

RVP ACTIVITIES

- Assumed the role of RVP as of February 1, 2019
- Successfully rebuilt Local 70008 and is functioning very well
- Attended plant gate events for Local 70008
- Attended various UMCC, BUMCC meetings
- Represented UHEW and attended the February 28th Day of Action (Phoenix)
- Extensively assisted with the business of Local 70018
- Reached out to PSAC for Local Development Program for Local 70028
- Currently working on 61 member files (complaints and grievances)
- Attended DOHS Policy and OHS meetings for HC

Main issues at the Regional UMCs

- Harassment and accountability
- Fear of reprisal
- Performance Evaluations
- Training
- Abuse of authority

Plans or objectives for Locals or Region for the next reporting period

- Activate Local 70028
- Prepare a training package for new Locals and Executives
- Increase plant gate activities with all Locals
- Organize a rally on Bargaining at Tunney's Pasture and implicate all Locals
- Continue to encourage all Locals to attend more union education
- Continue to support all Locals as RVP
- Improve my skills, knowledge as RVP